



## OFFICE OF INSPECTOR GENERAL

*2022-0002-INVI-P – Architect of the Capitol Supervisor Conducted Outside Employment Without Prior Approval for Several Years.*

### **Suspected Violation of the Architect of the Capitol “Government Ethics” Policy - Substantiated.**

On November 18, 2021, the Architect of the Capitol (AOC) Office of Inspector General (OIG), received a complaint to the AOC OIG Hotline from an AOC employee who wished to keep their identity confidential. The complainant alleged that an AOC Supervisor showed favoritism towards employees that were alleged to have engaged in outside employment with the AOC Supervisor. The complainant also alleged that the AOC Supervisor harassed, disrespected and undermined several employees. Additionally, the complainant alleged that the AOC Supervisor mishandled AOC tools and had on one occasion witnessed the AOC Supervisor confiscate AOC scrap material, specifically copper, and did not properly dispose of it. The complainant insinuated that the AOC Supervisor had potentially sold the copper for monetary gain.

The OIG determined through testimonial evidence that the AOC Supervisor did not complete a “Notice of Outside Employment or Self-Employment Form” with the AOC, as required by AOC Order 38-1, Government Ethics (November 1, 2018) and admittedly conducted outside employment for the last several years. However, due to lack of cooperation from the complainant and witness testimony regarding additional outside employment, the OIG was unable to substantiate the theft of AOC materials and misuse of AOC issued tools.

**Final Management Action:** The OIG substantiated that the AOC Supervisor violated AOC policy when they knowingly engaged in outside employment without properly obtaining advanced permission by the Agency Designee by submitting a completed “Notice of Outside Employment or Self-Employment Form”. On October 17, 2022, the AOC provided a Management Response advising that the AOC Supervisor was considered a temporary employee and therefore excluded from AOC Order 752-1, Discipline (see AOC Order 316-1, Separation of Non-Permanent (Temporary) Employees). AOC Management consulted with the Employee and Labor Relations Branch of the Human Capital Management Division and the Office of General Counsel, and it was recommended that the Employee complete Outside Employment Training in lieu of formal disciplinary action. The case is closed.

### **Agent’s Comment:**

Though the employee has been employed by the AOC since 2018, they are still considered a temporary employee and not subject to discipline. The OIG may address internal controls and agency policies and practices for temporary employees into future work plans.